



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY, EUROPE, AND SEVENTH ARMY
THE COMMANDING GENERAL
UNIT 29351
APO AE 09014

AEAGA-M

10 December 2001

MEMORANDUM FOR DISTRIBUTION

SUBJECT: USAREUR Command Policy Letter 5, Officer Professional Development and Utilization (Army Competitive Category Officers)

1. References:

a. DA Pamphlet 600-3, 1 October 1998, Commissioned Officer Development and Career Management.

b. USAREUR Regulation 614-2, 2 March 2001, Officer Use and Management.

2. USAREUR Army Competitive Category officers will be managed according to the USAREUR Officer Distribution Plan (ODP). Within operational constraints, USAREUR officer professional development and utilization policy is designed to branch-qualify officers at each rank early in their tours to help prepare them for subsequent assignments. Readiness, professional development, and the officer's personnel tempo (PERSTEMPO) counter, if applicable, will be taken into consideration when making assignments and slating. This policy is particularly important for captains and majors to meet requirements on the theater-Army staff, at the Combat Maneuver Training Center, and at the Warrior Preparation Center. The following policy on officer professional development applies to officer assignments in USAREUR:

a. Lieutenants.

(1) A lieutenant's first assignment should be as platoon leader or in an equivalent troop-oriented position. After at least 12 months leading troops, the lieutenant may be moved to a staff assignment at a brigade or lower-level command unless a specific authorization exists at a higher-level command.

(2) Lieutenants will be extended in USAREUR beyond their original date eligible for return from overseas (DEROS) only in exceptional cases or to accommodate scheduling at their captains career course (CCC).

b. Captains.

(1) Captains who need company, troop, or battery command should be initially assigned to a location where a command is available. Captains normally should begin their company command tour within 1 year after arriving in USAREUR. The captain's senior rater will determine the appropriate length of the command tour. The minimum required length of a tour is 12 months and normally does not exceed 18 months. (Ideally the captain will have received two

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officer evaluation reports before changing command.) Due to the limited availability of branch-qualified captains, CCC graduates without company command may initially be assigned to positions on general officer staffs. After 12 months, these officers can expect to move to compete for company command. The officer's total time in USAREUR should be considered when the officer is placed in the unit's command queue.

(2) The CCC is a prerequisite for company command. If CCC graduates are not available in USAREUR, the first general officer in the chain of command may approve non-CCC graduates to be company commanders.

(3) Second company-command opportunities approved by the Chief of Staff, Army, are heavy battalion headquarters and headquarters companies (HHCs), division HHCs, and long-range surveillance detachments. In addition, USAREUR will include brigade reconnaissance troops for second company-command opportunities. These units should be commanded by an officer who has previously commanded a company; but total command time should not exceed 24 months (12 months in the first command and 12 months in the second). This policy does not restrict officers from obtaining second commands in other types of units. However, second commands in units other than those specified above should be the exception and must be fully justified. Approval must be obtained from the United States Total Army Personnel Command for officers seeking a second command.

(4) Captains can expect to move after command to an assignment at a higher-level staff to fill a branch-qualified captain position or a major's position supported by the USAREUR ODP.

c. Majors.

(1) Majors should initially be assigned, within ODP limits, to an organization in which they can become qualified in their branch or functional area. DA Pamphlet 600-3 defines branch-qualifications for majors.

(2) Officers are career-field designated when promoted to major. Majors who are career-field designated outside their basic branch and assigned to USAREUR against functional area requisitions will be assigned in their functional area (a branch-qualifying assignment) for at least 24 months. Officers who are selected for promotion to major and career-field designated outside their basic branch after being assigned to USAREUR will normally, within permanent change of station restrictions, be moved to their new career field within 12 months and remain assigned in their new career field for 24 months, or until the end of their tour if less than 24 months.

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After serving 24 months in their functional area, those officers who will have 12 months remaining in USAREUR will be subject to movement to fill branch and functional area generalist vacancies (O1A) in the corps or theater.

(3) For majors who remain in the operations career field, the opportunity to serve on a battalion staff as an operations and training officer (S3) or executive officer (XO) is limited and varies by branch. Majors who are selected by HQDA for the operations career field can expect to serve in branch-qualifying and development positions depending on the criteria in DA Pamphlet 600-3. All majors, however, will not exceed 24 months total time as an S3, XO, or a combination of both positions (including at brigade level). The priority for assignment as an S3 or XO will go to officers who have reached Military Education Level 4.

(4) Once they are branch-qualified, majors can expect to move to a higher staff assignment (for example, corps or theater-Army staff).

(5) Divisions may retain one branch-qualified major to serve as a deputy G3.

(6) Units receiving direct distribution of Advanced Military Studies Program (AMSP) graduates will ensure that graduates begin their 12-month AMSP utilization tour immediately on arrival so they can complete their 24-month branch-qualification assignment during their USAREUR tour.

d. Brigade and Battalion Commanders.

(1) Brigade and battalion commanders who complete their command tour before their DEROS will be considered first for positions that meet theater-Army staff requirements.

(2) Former battalion commanders selected for senior service college (SSC) normally will have their USAREUR assignment curtailed to meet SSC scheduling requirements.

(3) The CG, USAREUR/7A, will decide on HQDA requests to release former brigade and battalion commanders before their 36-month tour in USAREUR is complete.

3. During operational deployments and contingencies, the policy in this letter will remain in effect and include the following:

a. The parent-unit chain of command will retain authority over professional-development moves.

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b. USAREUR will maintain a normal rotation of company commanders, majors, and command-selection-list commanders. This will give officers the maximum number of opportunities for professional development and help USAREUR meet theater-Army requirements for branch-qualified officers.


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